



DBE NEWSLETTER

MONTANA DEPARTMENT OF TRANSPORTATION

Published Monthly by DBE Supportive Services

Volume 3, Issue 11

Promoting the growth of Disadvantaged Business in Montana

November 2003

Upcoming Dates

MDT Bid Letting Nov 13, 2003

MDT Bid Advertisement Nov 20, 2003

DBE Logo Contest Entries Due Nov 30, 2003

MDT Bid Letting Dec 18, 2003

DBE Participation/Goal Comparison

For MDT Federally-Funded Projects

DBE Participation is 4.52%

DBE Goal for FY2004 is 7.26%

Prime contractors and engineering firms are encouraged to use DBE companies for subcontract work on every MDT federally-funded construction and consultant project to meet the overall yearly goal of 7.26%. Don't wait to use DBE companies only on projects with a specific DBE goal.

Last federal fiscal year, the DBE Goal of 7.36% was not met. DBE participation was calculated at 7.16%. Do

Inside this issue:

Construction Employer Workshop

8:30am to 4:00pm
\$25.00 (includes lunch)

December 5, MT Business Incubator,
Billings

December 16, MDT Headquarters,
Helena

Provides information to employers in the construction industry on what it takes to be a good employer. Employer regulations, employee files, personnel policies, EEO requirements, and much more.

Rebecca at 800-883-5811 for registration information.

Travel Advice From Montana's Snowplow Drivers

Montana keeps highways open throughout the winter, but travelers face tough conditions at times. Montana's snowplow drivers offer this advice:

Visibility

See and be seen. Keep your headlights and taillights clean, especially in stormy weather. Keep windows clean and make sure defrosters work well. If snow has built up on your vehicle overnight or after a break from driving, clear it away so it doesn't blow off and obscure your windows.

Common Sense

Leave plenty of room between your vehicle and those around you. Drive defensively. Don't assume the other vehicle can or will stop at intersections. Test the road. Don't wait until you have to stop to test your traction. Watch for a safe place and then test your brakes. If road conditions seem to have changed, look for a safe place and test braking again.

Patience

Give yourself extra time to travel in winter. Being in a hurry in a storm or on icy roads is sure to get you in trouble. Passing when you can't see ahead and driving too fast for road conditions cause serious accidents in Montana each year.

Finally, leave the cruise control off for winter driving. It can accelerate your vehicle just as you hit a patch of ice or a slippery bridge deck.

Always be prepared with road and weather information before you set out on your way. Call 511 for current Montana road conditions.

Construction Business Basics and Blueprint Reading

December 2, 2003

8:00 a.m. to 4:00 p.m.

Holiday Inn, 400 10th Ave. S., Great Falls, MT

\$25 per person (includes lunch)

This seminar will provide basic information to help a new contractor understand what the responsibility of business ownership is all about and potential pitfalls to avoid. Basic blueprint reading will cover how to read a set of blueprints and specifications. This seminar will not cover estimating or bidding.

To register, send \$25.00 check payable to Great Falls Economic Development Authority to Rebecca Johnson, MT Dept. of Transportation, DBE Supportive Services, PO Box 201001, Helena, MT 59620-1001. Please call Rebecca at 800-883-5811 with your questions.

Sharon Greene & Associates, Sharon Greene, Tustin, CA

Newly DBE-Certified
Companies

Valley Illuminators	Polly Valley	Federal Way, WA
Tracy Knoop Novak	Tracy Knoop Novak	Bozeman, MT
Eagle Rock Timber, Inc.	Rick R. Gokey	Boise, ID
Beck Consulting	Barbara Beck	Red Lodge, MT
Valley Illuminators	Polly Valley	Federal Way, WA
Fischer & Associates	Sandra K. Fischer	Billings, MT
Kootenai Surveyors	S. Manon Hughes	Libby, MT
Lynda Friesz, Publication Relations, Inc.	Lynda Friesz	Boise, ID
Traffic Research & Analysis, Inc.	Susan Medland	Phoenix, AZ
Bernard Pease Masonry, Inc.	Bernard Pease	Billings, MT
Turner and Associates	Marsha (Josh) Turner	Helena, MT
T.J. Trucking, Inc. dba Johnson Trucking	Terry Johnson	Mission, SD
Kirkness Roofing Co., Inc.	Roger Cummings	Billings, MT
Poteet Construction, Inc.	Debora G. Poteet	Missoula, MT
Renewable Technologies, Inc.	Mitzi Rossillon	Butte, MT
Montana Lines, Inc.	Jan Livesay	Great Falls, MT
Peaks to Plains Design	Jolene Rieck	Billings, MT
Solid Network Solutions, LLC	Maria Curcio	Freehold, NJ
McDevitt Associates, Inc.	Pamela McDevitt	Billings, MT
Petticoat Pipe Cleaning	Carol Gerovac	Belgrade, MT
C&C Excavation, Inc.	Carol Bachini-Wood	Havre, MT
E2 Concrete Construction Inc.	Kenneth Espinosa	Miles City, MT
Northwest Plastics	Darlene L. Ohm	Libby, MT
Ethnoscience, Inc.	Lynelle A. Peterson	Billings, MT
Mackey Construction, Inc.	Patricia Hout-Mackey	Miles City, MT
Rhithron Associates, Inc.	Wease Bollman	Missoula, MT
CJM Construction Company	Cynthia C. Moore	Las Vegas, NV
KM Construction Company, Inc.	Karen Moore	Bozeman, MT
North Wind, Inc.	Sylvia Medina	Idaho Falls, ID
Highway Specialties, Inc.	Sue Platis	Black Eagle, MT
Lorenzen Engineering, Inc.	Diane R. Lorenzen	Montana City, MT
Beard Environmental & Tech Assistance	Rebecca M. Beard	Elliston, MT
Custom Fencing & Welding, Inc.	Diana Youngquist	Sidney, MT
Arrow Striping & Mfg., Inc.	Kymm Stark	Billings, MT
Redd's Prints & Signs, Inc.	Donna "Redd" Szillat	Billings, MT
Hyalite Environmental LLP	Christina Thelan/Carol Lee-Roark	Bozeman, MT
Three Way Construction, Inc.	Joseph Raya	Black Eagle, MT
AM Tech Services LLC	Annell E. Fillinger	Helena, MT
JCT Construction, LLC	Janet Charbonneau	Ballantine, MT
Anderson Highway Signs & Supply, Inc.	Esther L. Anderson	Mills, WY
Rocky Mountain Rebar, Inc.	Alisha May	Bigfork, MT
Bailey Paving, Inc.	Joe Bailey	Bozeman, MT
Pierson Painting, Inc.	Tona M Pierson	Helena, MT

Update to Contractor's System

Beginning with the November 13, 2003 Bid Letting, there will be erosion control plans available on applicable project at no charge on our web site, or hard copies will be available for the cost of \$3.00 per project. This item will be listed on the November order form.

TWO STEPPING IN A DIVERSE WORKPLACE (Part 3 of 5)

Doing the harassment hustle!!

You are already aware that you cannot harass employees because of their gender, race, religion. In



addition, it is your job as a supervisor to stop all co-worker harassment.

Alice Flesch, (acting) Civil Rights Compliance Specialist
Frank Murphy, Motor Carrier Services Bureau Chief

A common problem area is when there is one woman and many men doing a traditionally male job, like construction. It is up to the supervisor to make sure co-workers don't treat her worse than they treat each other.

TIP: *Work can be lonely for an employee who's different from the rest of your department: a different race, gender, nationality, etc. You can break down cultural barriers by getting to know the individual and including the person in group projects, which can help other employees get to know the person as well.*

So Let's Say... You have a male employee who recently emigrated from a foreign country where women aren't considered equal to men. He refuses to speak directly to any of the women in the department and makes derogatory comments about them. No one has complained to you yet, but as a supervisor, you have a responsibility to step in and stop the harassing activity.

Are you Inspiring Your Employees?

As the leader of your company, it's up to you to create an atmosphere that encourages employee success—bettering their work performance, the atmosphere at work and the entire image of your small business. Take the following quiz to find out if you are bringing out the best in your employees:

1. Do you recognize your employees for a job well done?
Y N
2. Do you offer opportunities for professional development?
Y N
3. Do you value employees' opinions and suggestions?
Y N
4. Do you recognize personal achievements or celebrations, such as a birthday or graduation? Y N
5. Do you provide opportunities for advancement? Y N

If you are not doing all of the above in your business, then you are probably not getting the most out of your employees. Start improving the situation by recognizing hard working employees. A simple "thank you" will usually make a huge difference. It's important to encourage employee growth within the company, because if employees feel they can move up, they typically work even harder to excel. As an employer you want them to take ownership of their work and strive to do their best everyday. If you value your employees, let them know. Start by asking their opinions and suggestions. Recognize their personal achievements and create a positive work atmosphere where your employees help YOU succeed!

If you answered yes to all of the above, you are an inspiration! You have created a positive atmosphere for your employees. The turnover at your company is probably low, because your employees take pride in their work and have room to grow. You encourage input from your employees, allowing them to take ownership in the company. You have developed a loyal workforce. Congratulations! As an added benefit, you have created a reputation for yourself as a good employer, causing customers to respond positively as well.

For more entrepreneurial tools, log onto www.score.org and pick from various business quizzes, tips and online workshops. SCORE (the Service Corps of Retired Executives) serves as Counselors to America's Small Business! SCORE's 10,500 retired and working volunteers provide free business counseling and advice as a public service. SCORE is a resource partners with the U.S. Small Business Administration.

—SCORE offers Ask SCORE email advice online.

—Face-to-face business counseling at 389 chapters.

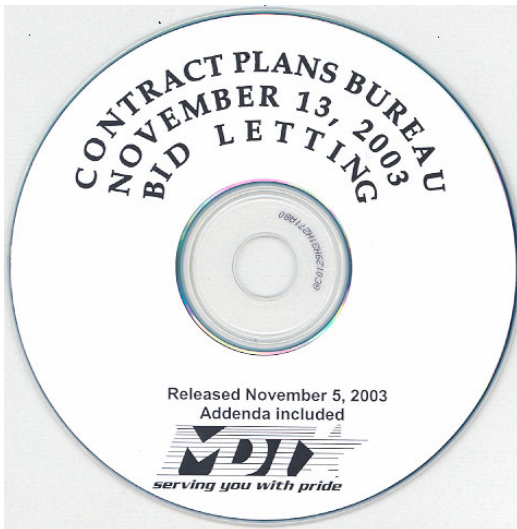
—Low-cost workshops at 389 chapters nationwide.

—Free and confidential small business counseling.

—SCORE Chapters in Montana: Billings 245-4111, Bozeman 586-5421, Butte 723-3177, Great Falls 761-4434, Havre 265-4383, Helena 441-1081, Kalispell 756-5271, Missoula 327-8806.

Highway Construction Bid Letting CDs

Get your free CD from MDT Contract Plans. The CD contains current month's bid plan packages with plans, proposal, cross sections, dirt runs, and erosion control plans; bid files; and Invitation for Bids. Also included are detailed drawings, standard specifications with supplementals, and Expedite. It is simple to get this CD – just contact Lori Stanich in Contract Plans. Her e-mail is Lstanich@state.mt.us or 406-444-6216.



Choosing Your Webpage Designer

Getting the help you need to develop a website for your business is often not as easy as it sounds. Dave Angove, Integrated Technology, Helena, offered the following check list for finding a web designer to business women attending the SBA "Body, Mind & Business" conference in Chico.

Look for a consultant or designer who:

- takes the time to answer all your questions.
- takes the time to understand your business and the intent of the site.
- involves you in the design process (provides a flowchart of size and menu designs).
- develops the site with the understanding that you will maintain it after the framework is in place (either through the use of templates or with a database back end with an administrative front end.
- makes the site easily modifiable by you.
- shows you previous projects that encompass the above ideas with similar intent.
- is willing to talk about the project schedules of past projects. (Were they on-time and within budget.)
- has the staff that have development experience of at least two years on commercial sites.
- is willing to teach you what you want to know about your site design and the underlying technology.
- plans the site to be extensible (portable so it can be run on different U.S. platforms without proprietary software).
- Will the site follow W3C guidelines and ADA guidelines?
- can provide you with a comprehensive project quote.
- will provide you with the training to maintain the site if necessary.

1% Montana Gross Receipts Tax Overview

The Montana 1% Gross Receipts Tax was originally set forth to provide a tax break for Montana contractors. Last year, \$ 5.6 million was collected in revenues from public projects in the state. \$ 4.8 million was refunded or credited back to the contractors and \$ 0.8 million was reverted back to the general fund for future projects.

The State of Montana does not take any position on whether or not the 1 % is included in a bid. If the project is subject to the tax, then all contractors involved are subject to rules and regulations of the tax. All prime contractors are required by law to withhold and report on their subcontractors. The only two subcontracting exceptions to this are materials suppliers and engineering services.

The 1% Gross Receipts Tax applies to all public contracts where the original contract price exceeds \$ 5,000.00. Any subcontracts attached to the original contract are subject to the tax regardless of dollar amount. Federal projects are also subject to the tax. In the case of federal projects, the prime contractor must report and pay the tax on its own behalf.

There are two recourses to the money that is withheld from a contractor.

The first, is a dollar for dollar reimbursement on specific types of Personal Property Taxes paid and reported as earned in the same calendar period. This would include Personal Property Taxes paid at the county level for tools, equipment, office fixtures, etc. It also includes portions of vehicle registration costs for vehicles that are used 100 % in the construction business. You can apply for Personal Property Tax Refunds up to 5 years previous.

The second, is to use the monies withheld as a credit against an Income Tax liability. For C-Corps you may use the monies withheld from your company to credit a liability on your Corporation License Tax. If you are a S-Corp., LLC., Partnership, Sole Proprietor, or some other pass through entity you may use the monies withheld from you as a credit against your Individual Income Tax liability.

Please feel free to contact us about the status of your account. We are available Monday through Friday 7:30 a.m. to 5:00 p.m. at the contact information provided below.

[Montana Department of Revenue](#)
Business Tax Valuation
Contractor's Gross Receipts Tax
P O Box 5835
Helena, MT 59604

Michael Faulkner
(406) 444-7713
MFaulkner@state.mt.us

Cliff Ulmer
(406) 444-3500
CUIlmer@state.mt.us

Quote of the Month

The best leader is the one who has sense enough to pick good people to do what he/she wants done, and self-restraint enough to keep from meddling with them while they do it.

4

Theodore Roosevelt

Legal Quiz:

Workplace safety

1. **True or False.** A worker is injured because she violated Safety guidelines. Since you adequately trained her, your company can't be fined by OSHA.
2. **True or False.** New workers need high levels of supervision, whereas experienced workers can be relied upon to keep good safety practices.
3. **True or False.** The largest percentage of accidents occur when companies put production concerns ahead of safety concerns.
4. **True or False.** A supervisor quits and forgets to tell his replacement about a workplace hazard. Two weeks later a worker is severely injured. The company could successfully contest a willful citation from OSHA on the grounds that the negligent supervisor had left the company, and that no active employee did anything wrong.



Quiz answers 1. False. Companies get fined all the time under these circumstances. Unless you can show documented evidence that you *enforce* safety rules, OSHA may assume that your lax attitude toward safety contributed to the accident. 2. False. Experienced workers often become overconfident and feel they can bypass safe practices. 3. True. 4. False. In similar cases, OSHA has ruled that the new supervisor should have done an initial hazard assessment and found the potential danger.

from Legal 21 for Supervisors, September 22, 2003.

Complaints-Five Common Mistakes

You Must Avoid

When an employee complains of discrimination or unfair treatment, it's the supervisor's job to investigate the allegations.

But there's a right, and a wrong, way to conduct an investigation. Here are the five most common mistakes supervisors make:

1. **Delaying the start of the investigation.** Delays can lead to the perception that you're not taking the complaint seriously.
2. **Failing to interview the complainant and all witnesses.** Supervisors who neglect to speak to the complainant or witnesses, even if they received written statements from them, often miss critical information.
3. **Guaranteeing absolute confidentiality.** You can't guarantee absolute confidentiality of an investigation. By doing so, you risk losing credibility later when you make necessary disclosures.
4. **Failing to protect the complainant and witness from retaliation.** It's unlawful for anyone to retaliate against employees because of their complaints, founded or unfounded.
5. **Failing to take appropriate disciplinary action.** You must report your findings to the complainant and the accused and take disciplinary action, consistent with company policy. Failure to take disciplinary action places the company in as weak a position as if you hadn't conducted any investigation at all.

from Legal 21 for Supervisors, September 22, 2003

2004 Standard Mileage Rates Set—800,000 More Businesses Eligible

The Internal Revenue Service has released the optional standard mileage rates to use for 2004 in computing the deductible costs of operating an automobile for business, charitable, medical or moving expense purposes.

To reduce a recordkeeping burden, the IRS also announced that taxpayers who use no more than four vehicles at the same time for business purposes may use the standard mileage rate, starting in 2004. Currently, those using more than one vehicle at a time cannot use the standard rate at all, leaving them to track the actual expenses for each vehicle.

Beginning Jan. 1, 2004, the standard mileage rates for the use of a car (including vans, pickups, or panel trucks) will be:

- 37.5 cents a mile for all business miles driven, up from 36 cents a mile in 2003;
- 14 cents a mile when computing deductible medical or moving expenses, up from 12 cents a mile in 2003; and
- 14 cents a mile when giving services to a charitable organization.

The standard mileage rates for business, medical and moving purposes are based on an annual study of the fixed and variable costs of operating an automobile. The primary reason for the mileage rate increases is a rise in fuel prices during the study period, which ended on June 30. An independent contractor, Runzheimer International, conducted the study on behalf of the IRS. The charitable standard mileage rate is set by law.

Encourage frank references

When speaking to a job candidate's former employer, use tact to encourage the person to be frank with you.

Getting references to provide useful information can be a challenge. If you ask questions that are too personal or sensitive, the employer may revert to listing the employee's "name, rank and serial number."

Here's a list of questions that will help you determine whether a candidate's resume is truthful—and whether he's a good match for the position you have open:

- * "Why did the candidate leave the job?"
- * "Could I read you the part of the candidate's resume that describes the work he did for your organization, and could you comment on the accuracy of the information?"
- * "How does the candidate compare with the person who is currently doing the job?"
- * "Can you think of any situation in which he did something extraordinary?"
- * "If the candidate left the position voluntarily, did you ask him to reconsider his decision?"

—Adapted from *The Fast-Forward MBA in Hiring*, Max Messmer, John Wiley & Sons Inc.

3 Top e-mail gaffes

Even now that e-mail has been around for several years, some of us still aren't "getting the message" when it comes to being both effective and polite. Here are three common e-mail mistakes people make every day. Avoid them and your messages will be clear and professional.

1. **Leaving the subject line empty.** It's common courtesy to tell your reader what information you're delivering. When reviewing a list of new e-mails, we all use the subject lines to quickly determine whether we need to open it then. The more information you give in the subject line, the better. *Example:* Instead of titling your e-mail "Meeting," give the details: "Marketing Meeting Set for Nov. 9."
2. **Playing with funky formatting.** Your e-mail program may let you underline, italicize, boldface and color your words, but when your recipients read your messages, these features may not translate. Text formatting is rarely consistent among e-mail systems. *Better:* A safe way to emphasize a word is to type it in capital letters. *Caution:* While capitalization makes an impact when used occasionally, it's extremely hard to read long passages written in all caps.
3. **Operating undercover.** Have you ever received an e-mail, and couldn't figure out who sent it? Frivolous, unclear e-mail addresses can frustrate your recipients. Many people delete e-mails with unfamiliar addresses, mistaking them for spam. Goofy screen names don't do much good for your professional image, either.

—Adapted from "Are You Ticking People Off With Your E-Mail?" Alexandria Brown, www.akbwriting.com.

MT Contracting Opportunities

Highway Construction Beartooth Highway, DTFH70-01-B-00032, Highway, Gardiner, Western Federal Lands Highway Division, Bid Date: November 19, 2003, The work consists of 8.01 km of grading, base, asphalt concrete pavement, and drainage. (360)619-7520, Fax (360)619-7932, Email contracts@wfl.fha.dot.gov <http://www.eps.gov/spg/DOT/FHWA/WFL/DTFH70-01-B-00032/listing.html>

Environmental Remediation Services for the Libby, MT Asbestos Project, DTRS57-03-R-20027, Bid Date: December 3, 2003, The contractor(s) will be required to remove and dispose of asbestos contaminated soil, and material from numerous operable units and residences in Lincoln County, Montana. The contractor(s) will be required to develop health and safety plans, perform abatement (removal or encapsulation) of asbestos, removal of vermiculite materials, demolition of asbestos contaminated structures. Edward R. Wirtanen, (617) 494-2619 wirtanen@volpe.dot.gov <http://www.eps.gov/spg/DOT/RSPA/VNTSC/DTRS57-03-R-20027/listing.html>

The City of Billings, requests proposals to provide engineering services for the Public Works Department Engineering Division for the following public improvements: Work Order 03-19 East End Industrial Area Phase I Design, 03-20 West Heights Storm Drainage Master Plan, and 03-25 Rimrock Road (Shiloh Road to 54th Street West). All proposals must be submitted no later than close of business on November 21, 2003. <http://ci.billings.mt.us/rfps/default.htm>

[RFP50401](#), Department of Environmental Quality, Bid Date 12/5/03 [Services of Environmental Specialists to assist in preparing an environmental impact statement for the Holcim \(US\) Inc. tire derived fuel permit.](#)
<http://www.discoveringmontana.com/doa/GSD/osbs/Results.asp?List=All>

MDT Highway Construction Projects Invitation for Bids, Letting of November 13, 2003

For the most complete and timely bid information, go to the web site <http://mdt.state.mt.us/contract/contract.htm> and click on Invitation for Bids. While the newsletter has notices posted, do not rely on this information alone.

Sealed bids on the following projects will be received by the MDT-Highways Division, Contract Plans Section, Room 101, 2701 Prospect, Helena, MT until 9:00 a.m. on November 13, 2003, the bids being publicly opened and read thereafter at 10:00 a.m. in the Department's auditorium. Bids proposals, plans, cross-sections, and full instructions to bidders are on file for examination, and may be obtained from the Contract Plans Section 406-444-6216, 6212 or 6215, Fax 406-444-7236 or go to web site <ftp://ftp.mdt.state.mt.us/contract/orderform.pdf> for order form.

1. **Oswego-East & West, Federal Aid Project No. NH 1-9(38)573** Pulverization, widening, resurface, guardrail and drainage on 13.0 km on the Oswego-East & West project on US 2, in Valley County. DBE contract goals are 2.0%.
2. **Columbia Falls-North, State Project No. SFCS 486-1(6)2** Plant mix overlay, seal and cover, pavement markings, mile markers and guardrail end treatment upgrade on 16.6 km on the Columbia Falls-North project on S-486 in Flathead County. This contract does not contain DBE goals.
3. **D1 – Scour Protection, Federal Aid Project No. BH 0002(577)** Placement of cable-tied block mattresses around bridge substructures at 3 sites on the D1-Scour Protection project in Ravalli and Missoula Counties. DBE contract goals are 0.0%.
4. **Slope Flattening – NE of Helena, Federal Aid Project No. STPHS 280-1(14)4** Flatten slopes, drainage work and graveled approaches on the Slope Flattening-NE of Helena project in Lewis and Clark County. DBE contract goals are 0.0%.
5. **Truck Route Signs-Billings, Federal Aid Project No. NH-IM-STPU 0002(644)** Signing and electrical work at 12 locations in and around Billings on the Truck Route Signs-Billings project in Yellowstone County. DBE contract goals are 0.0%.
6. **MTS 409 Slide – South of Whitlash, Federal Aid Project No. ER 409-1(6)32** Grade, gravel, topsoil salvage and place, seed and drainage on 0.4 km on the MTS 409 Slide – South of Whitlash project on S-409 in Liberty County. DBE contract goals are 0.0%.
7. **Luminaires-Colstrip, Federal Aid Project No. STPP 39-1(35)25** Intersection lighting at the intersection of Montana 39 and Pine Butte Drive, Section 21, Township 2 North, Range 41 East in Rosebud County. DBE contract goals are 0.0%.

More MT Contracting Opportunities

Swan Lake Ranger Station Roads and Parking Lots, Flathead National Forest, RFP R1-10-04-5, Bid Date: December 12, 2003, Excavation, Grading, Aggregate, Crack Cleaning and Filling, Paving, Concrete Curb and Sidewalk, Topsoil, Seeding, and Pavement Markings, Nola Rice, Barbara Venturini, 406-758-5310 <http://www.epg.gov/spg/USDA/FS/0385/RFP%5FR1-10-04-5/listing.html>

NIIH/NIAID Rocky Mountain Laboratories Security Fence, Hamilton, MT, 102-IFB-04-0002, Bid Date: Dec 16, 2003, Indian Health Service, Replace approximately 2,900 linear feet of existing chain link fence with a nine foot high steel security fence. The proposed work includes steel cable barriers, concrete footings and sidewalks, site lighting, landscaping, and installation of approximately 740 linear feet of concrete culvert. Dale Burson, 206.615.2456, Fax 206.615.2466, Dale.Burson@des.ih.gov
<http://www.epg.gov/spg/HHS/IHS/IHS-Seattle/102-IFB-04-0002/listing.html>

Highway Construction: MT PFH 73-1(5), PIONEER MOUNTAINS SCENIC BYPASS, DTFH70-04-B-00003, Bid Date: Feb 15, 2004, Western Federal Lands Highway Division, Work consist of 6.88 km of grading, drainage, base, paving, structure, two bridges. Located 60 km northwest of Dillon, MT. REQUEST PLANS by E-Mail to contracts@wfl.fha.dot.gov, or by fax to (360)619-7932.
<http://www.epg.gov/spg/DOT/FHWA/WFL/DTFH70-04-B-00003/listing.html>

Swan Lake Ranger Station Roads and Parking Lots, RFP_R1-10-04-5, Bid Date: Dec 12, 2003, Flathead National Forest, Project consists of reconstruction of the Roads and Parking Lots including removal of existing bituminous surfacing, excavation, furnishing and placing crushed aggregate base, hot bituminous plant mix, topsoil, and application of pavement seal coat. Work also includes furnishing and placing concrete parking curbs, sidewalk, and pavement markings Nola Rice, Procurement Technician, Phone 406-758-5310, Fax 406-758-5326, Email nrice@fs.fed.us - Barbara Venturini, Procurement Technician, Phone 406-758-5318, Fax 406-7585326, Email bventurini@fs.fed.us <http://www.epg.gov/spg/USDA/FS/0385/RFP%5FR1-10-04-5/listing.html>

2004-2005 Pre-Commercial Hand Tree Thinning and Pruning, RFQ-14-04-006, Posted Date: October 27, 2003, Kootenai National Forest, Libby, MT This project consists of pre-commercial hand thinning and pruning of approximately 304 acres in 2004 and 316 acres in 2005. All acreage is located in the Rexford Ranger District of the Kootenai National Forest, located in Northwestern Montana. THIS PROJECT IS BEING ADVERTISED WITH THE INTENT THAT QUOTERS CAN VISIT THE UNITS THIS FALL AND SUBMIT QUOTES BY JANUARY 15, 2004. Jenny Votapka, Purchasing Agent, Phone 406-283-7684, Fax 406-283-7709, Email r1_kootenai_contracting@fs.fed.us - <http://www.epg.gov/spg/USDA/FS/03J1/RFQ-14-04-006/listing.html>

MONTANA DBE PROGRAM

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Bamby Campbell, DBE Supportive Services Admin. Assistant, bamcampbell@state.mt.us

Vicky Koch, Civil Rights Bureau Chief
vkoch@state.mt.us (406) 444-6335

2701 Prospect Avenue/PO Box 201001, Helena, MT
59620-1001, (406) 444-6331, Fax (406) 444-7685 TTY
(800) 335-7592 www.mdt.state.mt.us and click on
Civil Rights Bureau

Upcoming Dates , DBE Goal, Construction Mgmt/ Blueprint Reading Workshop, Construction Employer Workshop, Winter Driving Tips	1
DBE Monthly Update	2
Update to Contractor's System, 2-Stepping—Diverse Workplace (Part 3), Inspiring Your Employees	3
Contract Plans CD, MT Gross Receipts Tax, Choosing Your Website Designer, Quote of the Month	4
Legal Quiz, Complaints-5 Mistakes, 2004 Standard Mileage Rates	5
Encourage Frank References, 3 Top E-mail Gaffes, MT Contracting Opportunities	6
MDT and more MT Contracting Opportunities	7

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*DBE Supportive Services, Civil Rights Bureau
Montana Department of Transportation
PO Box 201001
Helena, MT 59620-1001
800-883-5811
TTY (800)335-7592*

